



REPLY TO
ATTENTION OF

TEXAS MILITARY FORCES
Joint Force Headquarters
Joint Counterdrug Task Force
Post Office Box 5218
Austin, Texas 78763-5218
512-782-5670

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE TEXAS MILITARY FORCES JOINT COUNTERDRUG TASK FORCE
AND
ARMY / AIR NATIONAL GUARD MEMBERS VOLUNTARILY ACTIVATED FOR
FULL-TIME NATIONAL GUARD DUTY FOR COUNTERDRUG (T32 USC)

SUBJECT: New Hire Probationary Period

1. This memorandum serves as an understanding and mutual agreement between all Army and Air National Guard members volunteering for a Full-Time National Guard Duty for Counterdrug (FTNGDCD) tour.
2. Personnel being selected for permanent positions with the JCDTF will remain in a probationary period until the end of the twelfth month of being placed on an active duty order to perform in counterdrug service. This must be completed without a break of greater than thirty days from active duty service. Probationary personnel's initial tour order may not exceed twelve months in duration.
3. The purpose of a probationary period is to complete all background checks, ensure integrity in the candidate's application for FTNGDCD status and ascertain the service member's commitment to JCDTF standards while continuing to serve with their M-Day/ Traditional Guard unit per NGR500-2/ANGI 10-801 requirements.
4. Experience has shown it is critical to ensure service members accepted to serve in FTNGDCD status are committed to the task of all assignments, remain top notch in their M-Day/ Traditional Guard duties, and are adaptable to military support of civil authorities which requires significant self initiative, discipline and professionalism. Many JCDTF law enforcement assignments make the Texas Military Forces' profession extremely visible to the civilian sector in a daily operational fashion. It is paramount that soldiers and airmen serve with credible distinction in their voluntary roles on the Texas JCDTF.
5. If an infraction results during the probationary period, then the service member may face immediate termination from the JCDTF without allowance of a rebuttal period.
6. In addition to initial and routine counseling, prior to the completion of the twelve-month probationary period, all probationary employees will undergo a retention review for continuation in the JCDTF. Failure to receive a favorable review from the JCDTF chain of command may result in immediate termination. Appraisal of the service member will be completed annually thereafter by the JCDTF and the supported agency/LEA.

//Signed//
SUZANNE D. ADKINSON
COL, MI, TXARNG
Commanding

RECEIVED AND UNDERSTOOD:

TFM Signature

TFM Printed Name

Date: _____